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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2588
Diane C. Koplewski		Revision No.: 13
Director		Date Of Revision: 06/19/2013
Division of		
Wage Determinations		

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux
Wyoming Statewide

*****Fringe Benefits Required Follow the Occupational Listing*****
OCCUPATION CODE - TITLE FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

12.55

01012 - Accounting Clerk II

14.87

01013 - Accounting Clerk III

15.75

01020 - Administrative Assistant

18.39

01040 - Court Reporter

14.85

01051 - Data Entry Operator I

11.31

01052 - Data Entry Operator II

12.34

01060 - Dispatcher, Motor Vehicle

17.94

01070 - Document Preparation Clerk

11.66

01090 - Duplicating Machine Operator

11.66

01111 - General Clerk I

11.59

01112 - General Clerk II

12.65

01113 - General Clerk III

14.20

01120 - Housing Referral Assistant

16.57

01141 - Messenger Courier

10.85

01191 - Order Clerk I
11.43
01192 - Order Clerk II
12.91
01261 - Personnel Assistant (Employment) I
14.90
01262 - Personnel Assistant (Employment) II
16.67
01263 - Personnel Assistant (Employment) III
18.59
01270 - Production Control Clerk
20.37
01280 - Receptionist
11.27
01290 - Rental Clerk
10.58
01300 - Scheduler, Maintenance
13.28
01311 - Secretary I
13.28
01312 - Secretary II
14.85
01313 - Secretary III
16.57
01320 - Service Order Dispatcher
17.94
01410 - Supply Technician
18.41
01420 - Survey Worker
11.90
01531 - Travel Clerk I
11.69
01532 - Travel Clerk II
12.40
01533 - Travel Clerk III
13.06
01611 - Word Processor I
11.61
01612 - Word Processor II
13.03
01613 - Word Processor III
14.57
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
19.71
05010 - Automotive Electrician
18.73
05040 - Automotive Glass Installer
17.73
05070 - Automotive Worker
17.73
05110 - Mobile Equipment Servicer
15.77
05130 - Motor Equipment Metal Mechanic
19.71
05160 - Motor Equipment Metal Worker
17.73

05190 - Motor Vehicle Mechanic
19.71
05220 - Motor Vehicle Mechanic Helper
14.79
05250 - Motor Vehicle Upholstery Worker
16.75
05280 - Motor Vehicle Wrecker
17.73
05310 - Painter, Automotive
18.73
05340 - Radiator Repair Specialist
17.73
05370 - Tire Repairer
15.09
05400 - Transmission Repair Specialist
19.71
07000 - Food Preparation And Service Occupations
07010 - Baker
10.53
07041 - Cook I
9.71
07042 - Cook II
11.23
07070 - Dishwasher
8.69
07130 - Food Service Worker
10.01
07210 - Meat Cutter
13.97
07260 - Waiter/Waitress
8.30
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
20.97
09040 - Furniture Handler
14.82
09080 - Furniture Refinisher
20.97
09090 - Furniture Refinisher Helper
16.12
09110 - Furniture Repairer, Minor
18.25
09130 - Upholsterer
20.97
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
10.77
11060 - Elevator Operator
10.24
11090 - Gardener
14.36
11122 - Housekeeping Aide
9.67
11150 - Janitor
11.96
11210 - Laborer, Grounds Maintenance
13.56

11240 - Maid or Houseman
9.46
11260 - Pruner
12.43
11270 - Tractor Operator
14.65
11330 - Trail Maintenance Worker
13.56
11360 - Window Cleaner
13.36
12000 - Health Occupations
12010 - Ambulance Driver
13.22
12011 - Breath Alcohol Technician
16.63
12012 - Certified Occupational Therapist Assistant
21.12
12015 - Certified Physical Therapist Assistant
17.95
12020 - Dental Assistant
13.90
12025 - Dental Hygienist
27.78
12030 - EKG Technician
25.73
12035 - Electroneurodiagnostic Technologist
25.73
12040 - Emergency Medical Technician
14.54
12071 - Licensed Practical Nurse I
15.17
12072 - Licensed Practical Nurse II
16.97
12073 - Licensed Practical Nurse III
18.93
12100 - Medical Assistant
12.89
12130 - Medical Laboratory Technician
15.04
12160 - Medical Record Clerk
13.75
12190 - Medical Record Technician
16.08
12195 - Medical Transcriptionist
14.40
12210 - Nuclear Medicine Technologist
34.36
12221 - Nursing Assistant I
11.54
12222 - Nursing Assistant II
12.97
12223 - Nursing Assistant III
14.15
12224 - Nursing Assistant IV
15.88
12235 - Optical Dispenser
13.95

12236 - Optical Technician
15.17
12250 - Pharmacy Technician
14.61
12280 - Phlebotomist
15.88
12305 - Radiologic Technologist
23.13
12311 - Registered Nurse I
22.82
12312 - Registered Nurse II
27.91
12313 - Registered Nurse II, Specialist
27.91
12314 - Registered Nurse III
33.76
12315 - Registered Nurse III, Anesthetist
33.76
12316 - Registered Nurse IV
40.47
12317 - Scheduler (Drug and Alcohol Testing)
20.66
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
16.16
13012 - Exhibits Specialist II
20.03
13013 - Exhibits Specialist III
24.50
13041 - Illustrator I
15.78
13042 - Illustrator II
19.11
13043 - Illustrator III
25.27
13047 - Librarian
22.17
13050 - Library Aide/Clerk
11.54
13054 - Library Information Technology Systems
20.03
Administrator
13058 - Library Technician
13.63
13061 - Media Specialist I
14.18
13062 - Media Specialist II
15.86
13063 - Media Specialist III
17.69
13071 - Photographer I
12.72
13072 - Photographer II
14.71
13073 - Photographer III
18.22

13074 - Photographer IV
 22.28
 13075 - Photographer V
 26.96
 13110 - Video Teleconference Technician
 17.07
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 14.42
 14042 - Computer Operator II
 16.13
 14043 - Computer Operator III
 17.99
 14044 - Computer Operator IV
 19.99
 14045 - Computer Operator V
 22.13
 14071 - Computer Programmer I (see 1)
 20.17
 14072 - Computer Programmer II (see 1)
 25.00
 14073 - Computer Programmer III (see 1)
 14074 - Computer Programmer IV (see 1)
 14101 - Computer Systems Analyst I (see 1)
 26.31
 14102 - Computer Systems Analyst II (see 1)
 14103 - Computer Systems Analyst III (see 1)
 14150 - Peripheral Equipment Operator
 14.42
 14160 - Personal Computer Support Technician
 21.37
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 26.31
 15020 - Aircrew Training Devices Instructor (Rated)
 30.38
 15030 - Air Crew Training Devices Instructor (Pilot)
 35.04
 15050 - Computer Based Training Specialist / Instructor
 26.31
 15060 - Educational Technologist
 27.45
 15070 - Flight Instructor (Pilot)
 35.04
 15080 - Graphic Artist
 16.61
 15090 - Technical Instructor
 18.90
 15095 - Technical Instructor/Course Developer
 23.12
 15110 - Test Proctor
 15.25
 15120 - Tutor
 15.25
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
 16010 - Assembler
 8.67

16030 - Counter Attendant
8.68
16040 - Dry Cleaner
11.01
16070 - Finisher, Flatwork, Machine
8.67
16090 - Presser, Hand
8.67
16110 - Presser, Machine, Drycleaning
8.67
16130 - Presser, Machine, Shirts
8.67
16160 - Presser, Machine, Wearing Apparel, Laundry
8.67
16190 - Sewing Machine Operator
11.76
16220 - Tailor
12.42
16250 - Washer, Machine
9.44
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
21.65
19040 - Tool And Die Maker
26.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
17.23
21030 - Material Coordinator
20.37
21040 - Material Expediter
20.37
21050 - Material Handling Laborer
13.12
21071 - Order Filler
12.58
21080 - Production Line Worker (Food Processing)
17.23
21110 - Shipping Packer
14.45
21130 - Shipping/Receiving Clerk
14.45
21140 - Store Worker I
11.07
21150 - Stock Clerk
15.35
21210 - Tools And Parts Attendant
17.23
21410 - Warehouse Specialist
17.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
23.13
23021 - Aircraft Mechanic I
21.90
23022 - Aircraft Mechanic II
23.13

23023 - Aircraft Mechanic III
24.47
23040 - Aircraft Mechanic Helper
16.44
23050 - Aircraft, Painter
20.81
23060 - Aircraft Servicer
18.61
23080 - Aircraft Worker
19.70
23110 - Appliance Mechanic
18.55
23120 - Bicycle Repairer
15.09
23125 - Cable Splicer
28.14
23130 - Carpenter, Maintenance
19.62
23140 - Carpet Layer
19.32
23160 - Electrician, Maintenance
23.31
23181 - Electronics Technician Maintenance I
24.08
23182 - Electronics Technician Maintenance II
25.74
23183 - Electronics Technician Maintenance III
27.36
23260 - Fabric Worker
18.25
23290 - Fire Alarm System Mechanic
23.58
23310 - Fire Extinguisher Repairer
16.93
23311 - Fuel Distribution System Mechanic
24.66
23312 - Fuel Distribution System Operator
18.68
23370 - General Maintenance Worker
18.95
23380 - Ground Support Equipment Mechanic
21.90
23381 - Ground Support Equipment Servicer
18.61
23382 - Ground Support Equipment Worker
19.70
23391 - Gunsmith I
16.93
23392 - Gunsmith II
19.57
23393 - Gunsmith III
22.35
23410 - Heating, Ventilation And Air-Conditioning
19.52
Mechanic
23411 - Heating, Ventilation And Air Contditioning
20.99

Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
22.18
23440 - Heavy Equipment Operator
20.71
23460 - Instrument Mechanic
24.49
23465 - Laboratory/Shelter Mechanic
20.97
23470 - Laborer
13.12
23510 - Locksmith
19.47
23530 - Machinery Maintenance Mechanic
26.53
23550 - Machinist, Maintenance
19.80
23580 - Maintenance Trades Helper
14.65
23591 - Metrology Technician I
24.49
23592 - Metrology Technician II
29.83
23593 - Metrology Technician III
31.47
23640 - Millwright
26.91
23710 - Office Appliance Repairer
18.55
23760 - Painter, Maintenance
18.55
23790 - Pipefitter, Maintenance
21.73
23810 - Plumber, Maintenance
20.40
23820 - Pneudraulic Systems Mechanic
22.35
23850 - Rigger
23.98
23870 - Scale Mechanic
19.57
23890 - Sheet-Metal Worker, Maintenance
19.52
23910 - Small Engine Mechanic
17.56
23931 - Telecommunications Mechanic I
26.93
23932 - Telecommunications Mechanic II
28.26
23950 - Telephone Lineman
21.47
23960 - Welder, Combination, Maintenance
22.45
23965 - Well Driller
19.52
23970 - Woodcraft Worker
22.35

23980 - Woodworker
16.93
24000 - Personal Needs Occupations
24570 - Child Care Attendant
9.96
24580 - Child Care Center Clerk
12.43
24610 - Chore Aide
10.69
24620 - Family Readiness And Support Services
12.67
Coordinator
24630 - Homemaker
13.45
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
28.14
25040 - Sewage Plant Operator
21.79
25070 - Stationary Engineer
28.14
25190 - Ventilation Equipment Tender
19.61
25210 - Water Treatment Plant Operator
21.79
27000 - Protective Service Occupations
27004 - Alarm Monitor
17.62
27007 - Baggage Inspector
12.42
27008 - Corrections Officer
18.96
27010 - Court Security Officer
22.37
27030 - Detection Dog Handler
15.45
27040 - Detention Officer
18.96
27070 - Firefighter
22.79
27101 - Guard I
12.42
27102 - Guard II
15.45
27131 - Police Officer I
22.45
27132 - Police Officer II
24.95
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
11.87
28042 - Carnival Equipment Repairer
12.60
28043 - Carnival Equipment Worker
10.26
28210 - Gate Attendant/Gate Tender
15.21

28310 - Lifeguard
11.34
28350 - Park Attendant (Aide)
17.01
28510 - Recreation Aide/Health Facility Attendant
12.42
28515 - Recreation Specialist
15.39
28630 - Sports Official
13.55
28690 - Swimming Pool Operator
17.04
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
22.77
29020 - Hatch Tender
22.77
29030 - Line Handler
22.77
29041 - Stevedore I
19.27
29042 - Stevedore II
24.65
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
27.16
30021 - Archeological Technician I
15.88
30022 - Archeological Technician II
17.76
30023 - Archeological Technician III
22.01
30030 - Cartographic Technician
22.01
30040 - Civil Engineering Technician
22.50
30061 - Drafter/CAD Operator I
15.88
30062 - Drafter/CAD Operator II
17.76
30063 - Drafter/CAD Operator III
19.81
30064 - Drafter/CAD Operator IV
24.37
30081 - Engineering Technician I
14.32
30082 - Engineering Technician II
16.61
30083 - Engineering Technician III
17.97
30084 - Engineering Technician IV
22.27

30085 - Engineering Technician V
 27.24
 30086 - Engineering Technician VI
 32.82
 30090 - Environmental Technician
 19.19
 30210 - Laboratory Technician
 18.06
 30240 - Mathematical Technician
 20.55
 30361 - Paralegal/Legal Assistant I
 16.02
 30362 - Paralegal/Legal Assistant II
 19.84
 30363 - Paralegal/Legal Assistant III
 24.27
 30364 - Paralegal/Legal Assistant IV
 29.37
 30390 - Photo-Optics Technician
 22.01
 30461 - Technical Writer I
 22.00
 30462 - Technical Writer II
 26.91
 30463 - Technical Writer III
 32.57
 30491 - Unexploded Ordnance (UXO) Technician I
 22.74
 30492 - Unexploded Ordnance (UXO) Technician II
 27.51
 30493 - Unexploded Ordnance (UXO) Technician III
 32.97
 30494 - Unexploded (UXO) Safety Escort
 22.74
 30495 - Unexploded (UXO) Sweep Personnel
 22.74
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 19.49
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 22.01
 31000 - Transportation/Mobile Equipment Operation Occupations
 31020 - Bus Aide
 9.08
 31030 - Bus Driver
 14.37
 31043 - Driver Courier
 13.40
 31260 - Parking and Lot Attendant
 9.94
 31290 - Shuttle Bus Driver
 14.56
 31310 - Taxi Driver
 10.89
 31361 - Truckdriver, Light
 14.56

31362 - Truckdriver, Medium
16.08
31363 - Truckdriver, Heavy
18.86
31364 - Truckdriver, Tractor-Trailer
18.86
99000 - Miscellaneous Occupations
99030 - Cashier
9.13
99050 - Desk Clerk
9.52
99095 - Embalmer
25.64
99251 - Laboratory Animal Caretaker I
9.77
99252 - Laboratory Animal Caretaker II
10.62
99310 - Mortician
25.64
99410 - Pest Controller
15.38
99510 - Photofinishing Worker
11.95
99710 - Recycling Laborer
16.96
99711 - Recycling Specialist
20.53
99730 - Refuse Collector
15.23
99810 - Sales Clerk
11.34
99820 - School Crossing Guard
13.79
99830 - Survey Party Chief
19.67
99831 - Surveying Aide
14.38
99832 - Surveying Technician
17.85
99840 - Vending Machine Attendant
10.47
99841 - Vending Machine Repairer
13.16
99842 - Vending Machine Repairer Helper
10.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$3.81 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:
If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.